

Minutes of the February Session of the Faculty Senate

The Faculty Senate held its February session on Thursday, February 9, 2012, in PSU 313. Chair Terrel Gallaway called the session to order at 3:30 p.m. Edward De Long served as parliamentarian.

Substitutes: Richard Garrad for Michael Craig, BS; Michael Burten for Beth Walker, AG; Pauline Nugent for Mary Harges, FL; Christina Robinson for Sharmistha Self, EC; and Jeremy Chesman for Wei-Han Su, MU.

Absences: Andrew Cline, MJ; Dimitri Ioannides, GG; Allan Liggett, SM; Joan McClennen, SW; Sean Newton, PT; James Philpot, ARC Chair; and Eric Sheffield, CGEIP Chair.

Guests: Penni Groves, Gen Counsel; Rebecca Woodard, HPER/FSEC; Etta Madden, Gen Ed/English; John Catau, Provost Office; Frank Einhellig, Provost Office; Jerry Chin, CIS; Rob Hornberger, Registrar; Jef Cornelius-White, CLSE; Emily Bernet, SGA; and Kathy Nordyke, CASL.

APPROVAL OF MINUTES

The December 2011 minutes were approved as posted.

ANNOUNCEMENTS

1. The State's \$106 million in cuts to higher education have been reduced by \$40 million.
2. Chair Gallaway and Chair-elect Herr recently attended the Missouri Association of Faculty Senates in Jefferson City and reviewed information presented.
3. Beverly Miller, newly appointed BOG member, is a Missouri State University alumnus and has taught high school in Lebanon, as well as courses for MSU and Drury.
4. Flyers are available for the CASL event Beyond the Borders: The Future of Service Learning on March 6, 9:30 a.m. to 4 p.m. in PSU 313 and Ballroom East.
5. Penny Groves, University Legal Council, briefed the Senate on: (1) the issue of digital recording of class lectures, and (2) the university's policy for archiving grades/records. Ms. Groves encouraged faculty to state their expectations regarding recordings on syllabi and recommended language will be made available on the Provost website. The policy and schedules regarding records archiving and communication (email) dates back to 1987 (operating policy 8.18) and has not changed.

REPORT FROM RULES COMMITTEE

This report will be delayed until March.

REPORT FROM BUDGET & PRIORITIES COMMITTEE

Committee Chair Lambert presented the report and answered questions from the Senate.

SENATE ACTION TO REDUCE RESIDENCY REQUIREMENTS FOR SCHOLASTIC HONORS

Chair-elect Herr briefly spoke about the Action. Senator Kane moved the Action to the floor. Discussion. The Action failed.

REPORT FROM GENERAL EDUCATION TASK FORCE

Chair Gallaway reminded the Senate that voting will take place next month. Committee Chair Madden gave the Senate an overview of the process and answered questions on the draft of Proposed Learning Outcomes. The Senate discussed the document at length. Dr. Madden invited the Senate to continue to give her input and send emails.

RESOLUTION IN SUPPORT OF EQUAL RIGHTS FOR BENEFITS AS STATE UNIVERSITY EMPLOYEES

Senator Kane moved the Resolution to the floor. Dr. Cornelius-White gave background on the Resolution. Resolution passed.

SR 12-11/12

UNFINISHED BUSINESS

None.

NEW BUSINESS

None.

ADJOURNMENT

The meeting was adjourned at 4:52 p.m. The next regularly scheduled meeting of the Faculty Senate will be on Thursday, March 8, at 3:30 p.m. in PSU 313.

Cindy Hail

Secretary of the Faculty

Senate Resolution 12-11/12

Adopted by Senate on February 9, 2012

**Faculty Senate Resolution in Support of Equal Rights
for Benefits as State University Employees**

Whereas, a sophisticated report was prepared¹ and the University of Missouri Faculty Council unanimously passed a resolution for “access to all of the same rights, privileges, and benefits” for same-sex partners that opposite-sex spouses are currently entitled on February 18, 2011; and

Whereas, several representative bodies and groups have already declared their support for the MU report and resolution²; and

Whereas, in the words of Timothy Hall, Athletic Director of the University of Missouri-Kansas City, who wrote in his letter of support, “An end to discrimination should not need to be pleaded or negotiated;” therefore

Be it resolved, that the Faculty Senate of Missouri State University supports the efforts of the University of Missouri to provide equal rights in benefits for all state university employees.

Appendix to the Resolution in Support of Equal Rights
for Benefits as State University Employees

¹ The Missouri Intercampus report showed that “domestic partner benefits (DPB) are rapidly becoming the norm for compensation packages in higher education, as well as the private sector” (p. 1), citing that about 400 institutes of higher education, including all Ivy League and all top 10 Universities in the US. This same report showed that clear majorities of benchmark institutions to the University of Missouri institutions, like benchmarks to Missouri State University, provide benefits to domestic partners and/or other household non-employees.

Furthermore, the Intercampus report cited 1997 and 2005 Hewitt Associates studies that found that the majority of employers (64%) experienced a total financial impact of <1% of total benefits cost of enacting domestic partner benefits. Likewise, a 2000 Hewitt Associates study that found inclusion of domestic partners is not more expensive than inclusion of spouses or other dependents, citing possible reasons as domestic partners are typically younger and healthier and less likely to become pregnant. Additionally, studies from various organizations from 1993, 1995, 1996, 2000, and 2005 showed that typically less than 1%, and always less than 2% on average, of employees directly utilized the benefits, but that multiple candidates for job searches turned down positions within the University of Missouri system due to a lack of domestic partner benefits in recent years and that the broad diversity climate for minorities in general may be affected by a lack of domestic partner benefits.

² The Missouri Students Association Senate supported the resolution with a resolution of its own and in a letter to the System President of the University of Missouri on April 25, 2011, followed by support documents by the University of Missouri Council of Deans, Chancellor Brady Deaton, MU Athletic Directors, Graduate Professional Council, the Missouri Conference of the American Association of University Professors, The Missouri Association of Faculty Senates, and others.